Government of Saskatchewan

Annual Report 1984 - 1985

New Careers Corporation

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LETTER OF TRANSMITTAL

Regina, Saskatchewan
Date

To His Honour,
The Honourable Frederick W. Johnson,
Lieutenant Governor of the Province
of Saskatchewan

Sir:

I have the honour to submit herewith the annual report of New Careers Corporation for the period May 10, 1984 to April 30, 1985, including financial statements for the year duly certified by the Provincial Auditor, in a form approved by the Treasury Board, all in accordance with the Crown Corporations Act 1978 .

Respectfully submitted,

Colin Maxwell

Colin Maxwell,
Minister Responsible for
New Careers Corporation

CHAIRMAN'S REMARKS

When I welcomed the newly appointed Directors to the first Meeting of the Board of Directors of New Careers Corporation, I indicated that creating a new organization would be an exciting challenge for all of us on the Board of Directors as well as for the newly hired staff of the Corporation. As you will read further in this report, we have exceeded our initial objectives in this first year of operations. I am extremely pleased with the interest and dedication shown by all members of the Board of Directors and with the full support they gave me throughout the year. I congratulate and thank all members of the Corporation's staff for their diligence, hard work, and long hours spent in making the organization effective.

The Corporation, in its first year of operations, has demonstrated that job experience, skills development, and institutional upgrading is a cost effective and efficient means of career rehabilitation.

E. J. (Ted) Brady,
Chairman

ORGANIZATION

New Careers Corporation is governed by a board of directors which includes members from the provincial departments of Social Services, Advanced Education, and Parks and Renewable Resources. The Chairman of the Board is from the private sector and the Vice-Chairman also serves as Chief Executive Officer for the Corporation. 19 employees make up the management of the Corporation.

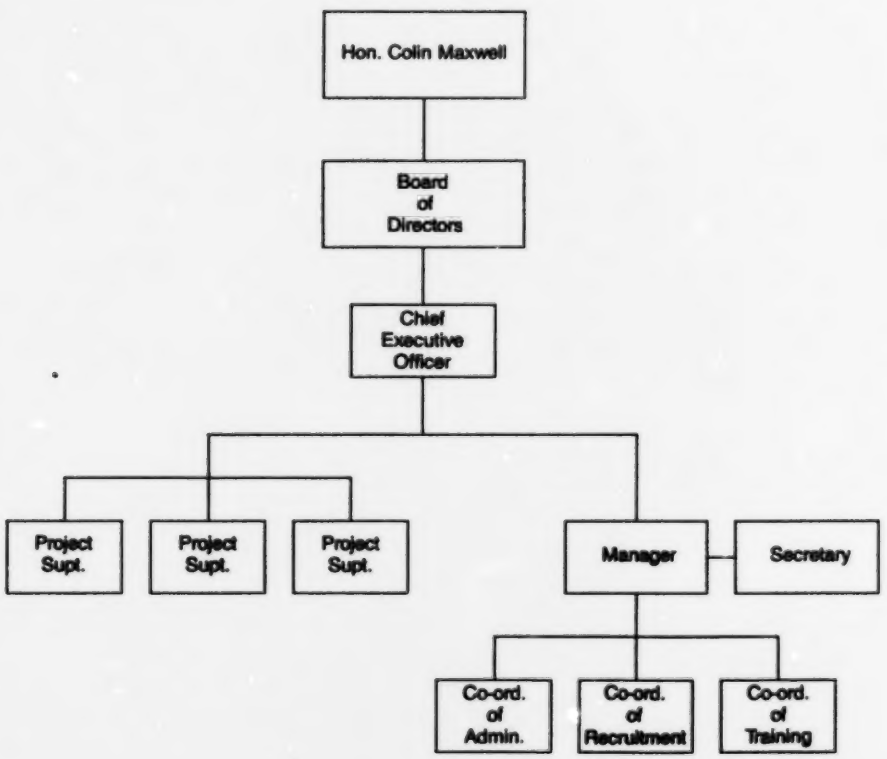
Minister responsible for New Careers Corporation
Honourable Colin Maxwell

Chairman of the Board
Edward J. Brady

Vice-Chairman and Chief Executive Officer
Brian F. Woodcock

Members
Alan Appleby
Ed Evancio
Ross MacLennan
Bill Marr
Jim Sellers

Manager and Secretary to the Board
Terry A. Lyons



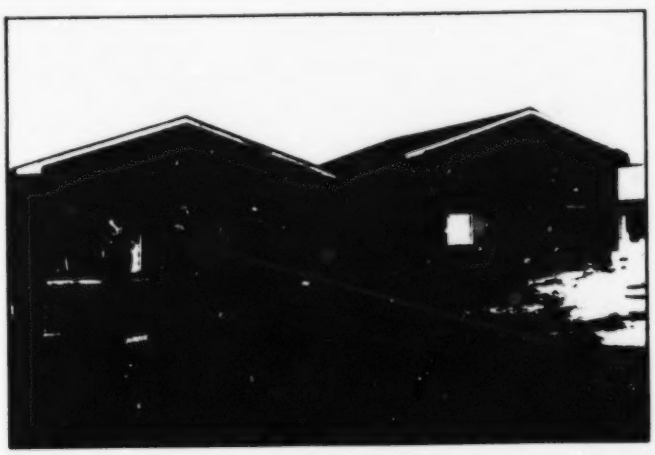
THE CORPORATION PROFILE

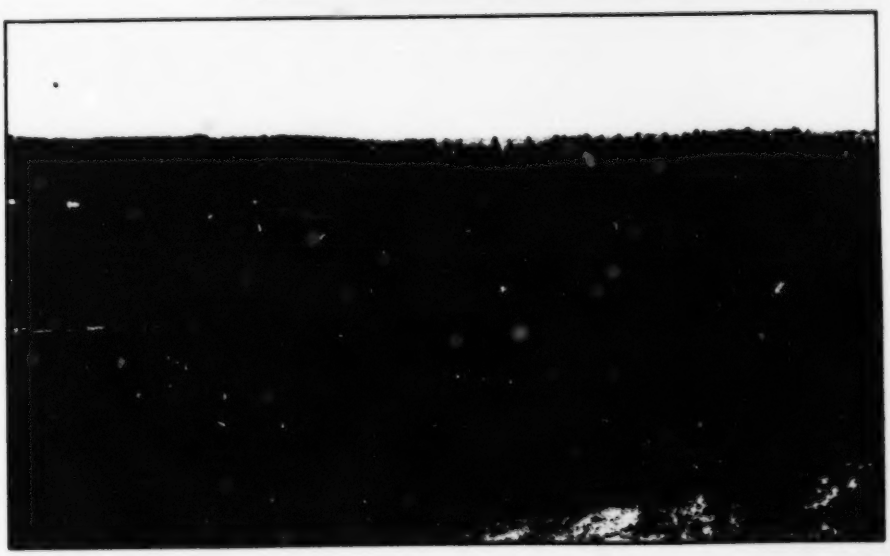
The Corporation

New Careers Corporation was established in May of 1984 as a provincial Crown Corporation. The Corporation was created as a three year pilot project to provide employment and training to individuals in receipt of provincial financial assistance through capital projects and public works. New Careers Corporation contracted with the Department of Parks and Renewable Resources to construct three capital works programs in Meadow Lake Provincial Park, at Lake Diefenbaker, and along the Regina Beach-Valeport abandoned rail line right of way. These projects would be used to provide the employment and job experience opportunities for the program.

During the period from its creation in May 1984 through August 1984, the Corporation developed a Corporate structure and administrative system, formulated and implemented a Career Training Program, began hiring trainees, and successfully undertook construction at the three project sites.

The Corporation established project campsites in or adjacent to small communities in an attempt to provide economic spin-offs and foster public relations. Local suppliers are used whenever possible and heavy construction equipment is rented from private contractors. This policy has provided an additional boost to the local economy.





The Projects

The project site at Goodsoil was established to undertake construction in the Meadow Lake Provincial Park. The project includes construction of a 20 km road running east-west along the north side of Lac des Isles connecting to the existing park roads, construction of a bridge, construction of a 120 site campground on the north side of Lac des Isles and upgrading of park landscape. During fiscal year 1984/85, trainees had completed the construction of 9.6 km of road and had cleared another 10.25 km.

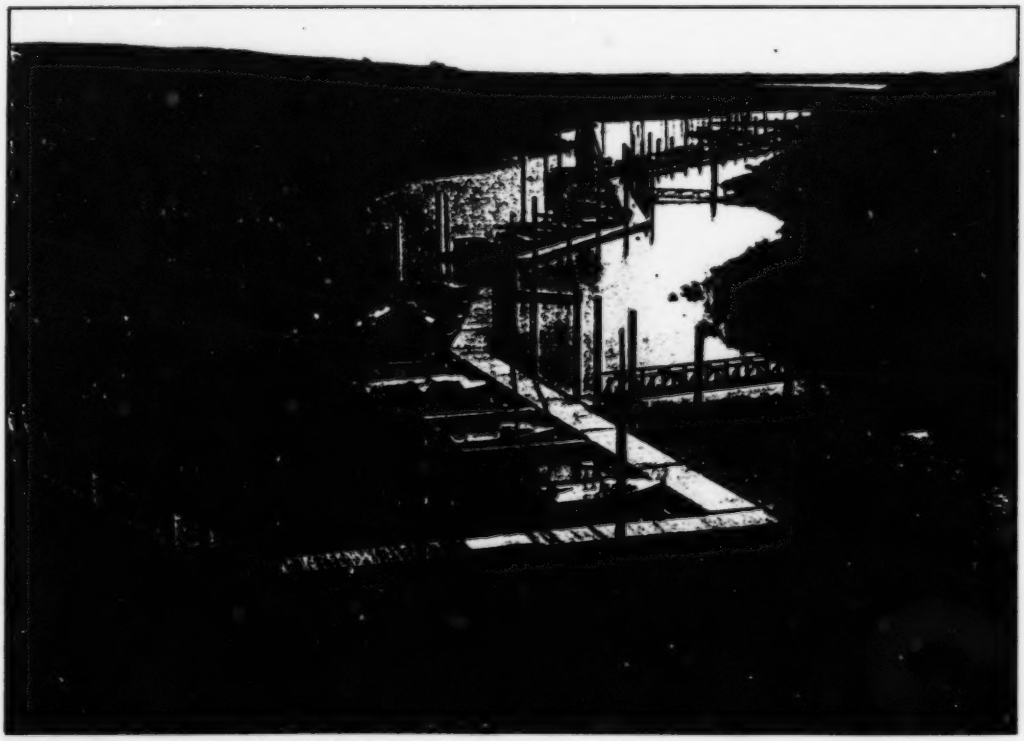
The project site at Elbow was established to undertake improvements at Lake Diefenbaker. The work consists of construction of a major marina in Elbow Harbour to accommodate 100 boats initially with expansion potential to 200 boats, construction of an 18 hole irrigated grass green golf course adjacent to the Elbow marina, and upgrading in Douglas, Danielson, and Sask. Landing Provincial Parks. During fiscal year 1984/85, the trainees constructed a boat launch facility and an eating kiosk at Douglas Provincial Park. In addition, the trainees constructed a workshop building at the campsite in Elbow. The Corporation and the Town of Elbow have cost shared the construction of the workshop which will be turned over to the town upon completion of the project.

In March, all piles for the marina were installed in the harbour and trainees constructed dock floatation units in the workshop for transportation to the marina.

The Regina Beach project was to undertake improvements to the Regina Beach shoreline, construction of a 13 km bicycle/pedestrian way and cross country ski facility, landscaping improvements, and boat launches at Lumsden and Beuna Vista. The project camp site is located near Lumsden Beach. Initial survey work was undertaken at Lumsden Beach and Buena Vista. Further work on the railway right-of-way was suspended until land disposition claims have been settled.

The trainees undertook a number of alternative projects in the interim. Two floating dock units were constructed for Regina Beach and three ready-to-move rental cabins for Duck Mountain Provincial Park have been completed and delivered to the park. The trainees renovated the Corporation's Head Office at 1260 - 8th Avenue in Regina. In addition, 20 km of existing cross country ski trails at White Butte Trails were upgraded and a parking lot constructed. The trainees renovated space in the Sedco Building for a central fabrication shop. This shop will construct items for all three projects as required.

In January 1985, the Employment Development Agency



THE CORPORATION PROFILE

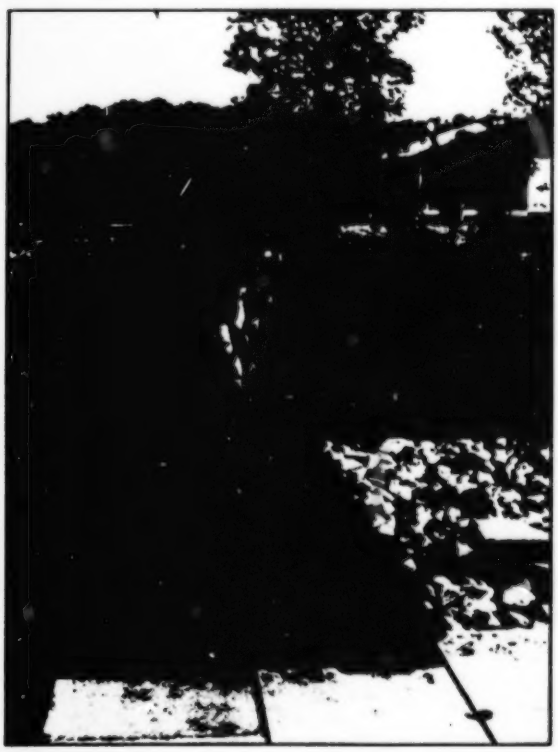
awarded the Department of Parks and Renewable Resources and the New Careers Corporation $1 million to administer a program of forest stand improvement projects in the commercial forests adjacent to northern communities. The program was originally expected to create up to 140 jobs over a three month period while improving the quality of the province's forests.

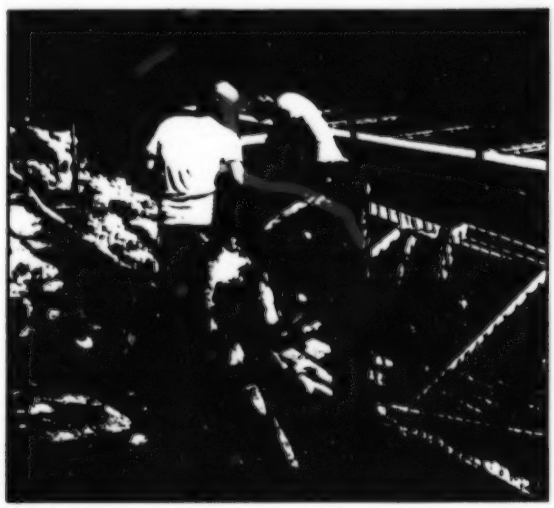
A total of 23 private contractors were awarded contracts to remove mistletoe infected trees from forest stands, provide thinning operations, and releasing operations. The contractors hired a total of 198 persons during the term of the operation. Approximately 2,000 hectares of forest received some form of silvicultural treatment. The success of this jointly administered job creation program has been attributed mainly to the absence of onerous administrative conditions placed upon sponsoring agencies. The provision of profit incentives to prospective contractors, piece work incentives to employees, and a minimizing of bureaucratic requirements optomized participant interest. The program was well received by residents of Northern Saskatchewan. It is conservatively estimated that the investment of $1 million will result in an approximate 25% increase in available timber supplies when these treated stands are harvested in 50 to 65 years.

THE TRAINEES

Of the 100 trainees hired in 1984/85, approximately 95% were hired through the Department of Social Services. Trainees ranged in age from 18 to 62 years. The average age at time of hiring was 31 years. Approximately 30% of trainees were of Native ancestry and 10% were female. The average trainee started with NCC with a grade 10 equivalent education. During fiscal year 1984/85, the Corporation sponsored 36% of its hired trainees to full time programs at community colleges, technical/vocational schools, and universities.

All on site trainees are provided with on-the-job training in construction related skills and the Corporation's Supplementary Education Program in basic life skills, compulation, communication, and recreation.

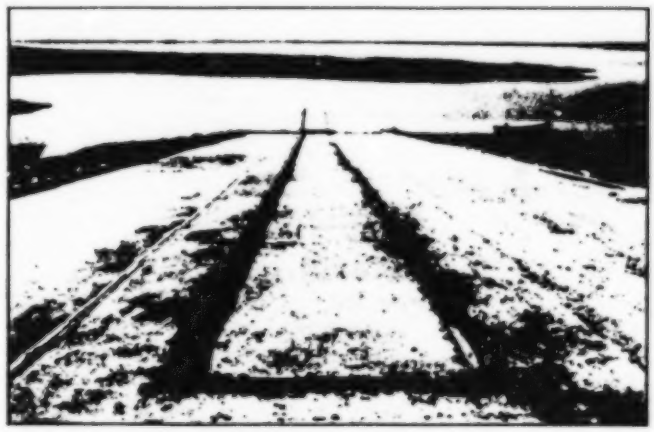




NCC'S DEVELOPMENT MODEL

The objective of NCC's career development program is transfer of the full range of skills required to move trainees from dependence on provincial financial assistance to independence. The standard for performance is the trainee who 'graduates' from NCC to a steady job in his/her chosen field.

NCC initiates referrals from Social Services by submitting requests for people to fill the positions it expects to have available at the project sites. The Assessment Placement Units (APU's) of the Department of Social Services then attempt to match the characteristics of the NCC jobs with qualified people from the APU inventories of employable assistance recipients. Lists of suitable candidates are submitted to NCC for further screening and interviews. Once hired by NCC, the trainee is assigned to a project site and generally starts at the minimum wage level. An initial probationary period of three months is used to acclimatize trainees to the New Careers' 'culture'. During that period, each trainee is required to develop a Career Plan, outlining the type of training that is intended, the objectives in terms of long term employment, and a schedule to meet the various requirements along the way. The trainees are assisted in this process and monitored throughout the program by members of the Corporation's counselling staff. During periods of institutional training, usually in the winter, trainees are supervised by members of the New Careers instructional staff. As the trainees complete the NCC part of their Career Plans, resumes and job search techniques are prepared and NCC gives support in locating a permanent job. Once a trainee graduates from the Corporation, a new trainee is hired and the process repeats itself.

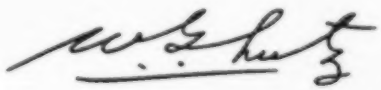


FINANCIAL STATEMENT – AUDITOR'S REPORT

To the Members of the Legislative Assembly
Province of Saskatchewan

I have examined the statement of receipts, payments and balance of cash of the New Careers Corporation for the period from the date of incorporation, May 10, 1984 to April 30, 1985. My examination was made in accordance with generally accepted auditing standards, and accordingly includes such tests and other procedures as I considered necessary in the circumstances.

In my opinion, this financial statement presents fairly the balance of cash of the Corporation as at April 30, 1985 and its receipts and payments for the period then ended in accordance with the disclosed basis to accounting.



Regina, Saskatchewan
July 29, 1985.

W. G. Lutz, F.C.A.
Provincial Auditor.

FINANCIAL REPORT

Statement of Receipts, Payments, and Balance of Cash

For the Period Ending May 10, 1984 to April 30, 1985

RECEIPTS	
Grants: Department of Parks and Renewable Resources	$ 3,864,000
Interest income	20,710
Service revenue	152
	3,884,862
PAYMENTS	
Operations	
Executive administration	82,073
Administrative	213,034
Training	124,164
Capital Construction Projects	
Training employee wages	417,908
Supervisory salaries	236,345
Project design costs	179,213
Supplies and materials	657,071
Support equipment	107,697
Major equipment rental	327,375
Meals, camp operations and camp mobilization	294,999
Timber lands (service labour contracts)	758,619
	3,398,498
Excess of receipts over payments	486,364
Balance of cash at date of incorporation	—
Balance of cash at April 30, 1985	$ 486,364
Represented by:	
Bank overdraft	$ (12,713)
Short-term investments	499,077
	$ 486,364

NOTES TO THE FINANCIAL STATEMENTS

1. Accounting Policies

i) Basis of Accounting

The accounts of the Corporation are maintained on a cash basis, where revenue is recorded when received and costs are expensed when payments are made.

ii) Fixed Assets

The Corporation includes in payments the cost of property, plant and equipment in the period in which payments were made, therefore no depreciation is provided.

iii) Investment

Short-term investments are recorded at cost which approximates the market value.

iv) Capital Construction Projects

In keeping with its mandate, the Corporation has undertaken construction projects in order to provide career training and employment to individuals receiving provincial financial assistance. These construction projects are undertaken by the Corporation according to agreements with the Department of Parks and Renewable Resources and the Village of Elbow.

The costs incurred by the Corporation relating to the projects are expensed when the related payments are made.

As the purpose for undertaking the capital projects is to provide career training and employment, the assets created as a result of the projects vest to the other parties in the agreements. Upon termination or expiration of the agreement with the Village of Elbow, the assets created will be transferred to the Village. In consideration the Village has provided the Corporation with the use of land for three years at a nominal fee of $1. Under the agreement with the Department of Parks and Renewable Resources the assets created vest to the Department as they are constructed. In consideration, the Department has agreed to provide grant monies for the costs incurred by the Corporation relating to the projects.

2. Incorporation

The New Careers Corporation was established by Order-in-Council #598/84, May 9, 1984 under the authority of Part I of The Crown Corporations Act, 1978.

3. Related Party Transactions

In accordance with established government practise, the Corporation has not been charged with certain occupancy and administrative costs. These costs have been absorbed by the Department of Supply and Services.

Other transactions with Saskatchewan Crown controlled departments, agencies and corporations are conducted at prevailing market prices.

4. Commitments and Obligations

As at April 30, 1985, the Corporation had accounts payable and accrued liabilities totalling $498,473.